

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS**

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**CITY PROPOSAL TO MEF – LEAVES**

City Proposed Language:

**ARTICLE 10 LEAVES****10.3 Sick Leave**

10.3.1 Sick Leave – Full-time Employees. Each full-time employee shall be entitled to sick leave with pay in accordance with the following provisions:

10.3.1.1 Sick leave shall accrue in an amount equal to the number of hours worked, excluding overtime, multiplied by a factor of 0.04616. Paid leave for holidays, vacation, ~~disability~~, compensatory time off, or other paid leave shall be considered time worked for purposes of this section.